

Human Resources

To: Members of the Board of Education

Through: Bill Dallas, Interim Superintendent

From: Kin Shuman, Director of Human Resources

Date: October 10, 2022

Subject: Request To Opt Elizabeth Schools Out of Colorado's New Family and Medical Leave Insurance (FAMLI) Program

In November of 2020, Colorado voters approved Proposition 118, which paved the way for a state run paid leave insurance program. The FAMLI program would enable Colorado workers to have access to paid leave in order to care for themselves or members of their family during life circumstances that take them away from their jobs.

However for Elizabeth Schools, participation in the program would result in costly and unnecessarily duplicative insurance for most employees since Elizabeth Schools already offers discretionary (sick and personal) leave to all regular employees, allows employees to accumulate leave time across fiscal years, operates sick leave banks for employee groups, and complies with the federal Family and Medical Leave Act. The board's approval to opt out will not prevent individual employees from participating in FAMLI on their own, if they choose.

District administration is recommending approval of the attached resolution declining employer participation in Colorado's Family and Medical Leave Insurance program.

ELIZABETH SCHOOL DISTRICT

RESOLUTION TO PROVIDE EMPLOYEE APPRECIATION BONUS


WHEREAS, the Board of Education of Elizabeth School District

IN APPRECIATION of the countless challenges brought about by the pandemic, the Board sought a way to reward teachers' and staff members' awe-inspiring dedication amid difficulty. No amount of money could make up for the sacrifices made amid unprecedented upheaval while still providing the best possible learning experiences for students, but the Board wanted to offer the maximum amount feasible in the district's budget.


NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Elizabeth School District that for employees hired by November 4, 2022, each full-time employee of the District (30 scheduled hours per week) shall receive a one-time bonus of \$750.00 and each part-time employee of the District (less than 30 or more scheduled hours per week) shall receive a one-time bonus of \$500.00 in the November 2022 paycheck.

Adopted this 10th day of October, 2022.

ELIZABETH SCHOOL DISTRICT

By: 
Cary Karcher
President, Board of Education

ATTEST:

By: 
Craig Blackham
Secretary, Board of Education